

WTVG-TV
EEO PUBLIC FILE REPORT
June 1, 2017 – May 31, 2018

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Creative Services Editor/Cinematographer	1-21	21
Creative Services Assistant (2)	1-21	1, 21
General Manager	Exigent Hire	19
Graphics Operator	1-21	21
Maintenance Engineer	1-21	18
Meteorologist	1-21	19
Master Control Technician (3)	1-21	20, 21, 20,
News Executive Producer	1-21	18
News Producer (4)	1-21	2, 20, 5, 20
Photographer/Videographer	1-21	21
Production Manager/Creative Serv. Mgr.	1-21	21

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1.	BALL STATE UNIVERSITY 2000 W. UNIVERSITY AVE. MUNCIE, IN 47306 765-289-1241 Cardinal Career Link https://bsu-csm.symplicity.com/employers/index.php?signin_tab=0&js_disabled=0	No	1
2.	BROADCAST EMPLOYMENT SERVICES P.O. BOX 4116 OCEANSIDE, CA 92052 www.tvjobs.com	No	0
3.	CENTRAL MICHIGAN UNIVERSITY BROADCAST & CINEMATIC ARTS CAREER SERVICES MT. PLEASANT, MI 48858 (989) 774-3068 www.https://onestop.symplicity.com	No	0
4.	COLLECTIVE TALENT 1721 Richardson Place Tampa, FL 33606 bille@michaelsmedia.com 813-254-9695	No	0
5.	GRAY TELEVISION 4370 PEACHTREE RD., NE STE. 400 ATLANTA, GA 30319 404-266-8333 www.gray.tv	Yes	7
6.	HANDSHAKE https://app.joinhandshake.com/employer	No	0
7.	KENT STATE UNIVERSITY 800 E. SUMMIT ST. KENT, OH 44240 330-672-3000 www.https://onestop.symplicity.com	No	0
8.	MEDIA BISTRO www.mediabistro.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9.	MADONNA UNIVERSITY 36600 SCHOOLCRAFT RD. LIVONIA, MI 48150 sboyd@madonna.edu https://www.madonna.edu/	No	0
10.	MIAMI UNIVERSITY 501 E. HIGH ST. OXFORD, OH 45056 513-529-1809 https://miamiu-csm.symplicity.com/employers/	No	0
11.	OHIO ASSOCIATION OF BROADCASTERS PATRICIA GEARY (866) OAB-5794 www.oab.com	No	0
12.	OHIO STATE UNIVERSITY 154 W. 12 th AVE COLUMBUS, OH 43210 www.osu.edu	No	0
13.	SPOTS N DOTS SND Publishing LLC 1635 Old Highway 41NW Kennesaw, GA 30152 www.spotsndots.com 888-884-2630	No	0
14.	THE TOLEDO BLADE NEWSPAPER 541 N. SUPERIOR STREET TOLEDO, OH 43660 www.thetoledoblade.com	No	1
15.	TV NEWSCHECK MEDIA 24 West Lancaster Ave. #205 Ardmore, PA 19003 610-420-6003 www.tvnewscheck.com	No	0
16.	TV AND RADIO JOBS www.tvandradiojobs.com	No	0
17.	UNIVERSITY OF TOLEDO PLACEMENT OFFICE 2810 W. BANCROFT ST. TOLEDO, OH 43606 (419) 530-4341	No	1
18.	Internal Promotion/Hire	No	3
19.	Referral	No	8
20.	Station Website www.13abc.com	No	9
21.	Indeed.com/Snag https://gray.tv/applynow	No	10
TOTAL INTERVIEWEES OVER REPORTING PERIOD			40

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Program	<p>WTVG-TV offers unpaid internships to college and university students. An internship generally lasts 10-12 weeks, with each student working about 20 hours per week in exchange for college credit. The student is given the opportunity to work with reporters, producers, photographers, sales personnel, production staff, and creative services. Students are allowed to experience assignments in each of these departments directly relating to their education and career choice.</p> <p>During the period of this report, June 1, 2017 – May 31, 2018, twelve (12) interns from the following schools participated in an internship with our News Department:</p> <p>Bowling Green State University (2) Eastern Michigan University (1) Central Michigan (1) Ohio State University (1) University of Minnesota (1) The University of Toledo (4)</p>
2	Participate in events sponsored by organizations representing community groups (6)	<p>Station Tours for School and Community groups. During station tours, participants have the opportunity to observe all the jobs that it takes to run a television station from news anchors to engineers to sales.</p> <p>10/11/17 Owens Technical College- 5 Photo Journalism Students visited our station and spoke to our photo journalists and toured the studios and newsroom.</p> <p>11/2/17 Woodmore Schools- Girl Scout Troop</p>

		<p>2/6/18 Emmanuel Christian School- Marketing/Video Production class</p> <p>2/22/18 Montpelier HS- Multimedia/Communications Class</p> <p>4-18-18 Port Clinton HS- Video Production Class</p>
4	Participate in events sponsored by educational institutions relating to career opportunities in broadcasting (3)	<p>10/12/17 13abc's HR manager and Engineering manager attended the University of Toledo's Job Fair.</p> <p>10/7/17 13abc's News Director attended a Job Fair at Ball State University.</p> <p>12/14/17 13abc's Chief Meteorologist spoke to a 4th grade class at MLK Academy for Boys about becoming a meteorologist.</p> <p>3/21/17 13abc's News Anchor was guest speaker for the Career Day event at Notre Dame Academy of Toledo. She spoke to 60 students interested in broadcast journalism.</p> <p>3/13/18 A 13abc reporter anchor was guest speaker at University of Toledo Student Union (Rotary ACT). He spoke to students and members of Toledo Rotary about the importance of public speaking and opportunities to become an intern at 13abc.</p>